

COBRA CHANGES FOR 2007

Following are highlights of changes in the COBRA Program for 2007. These changes will be reflected in the BAM in January, 2007:

What's new in the COBRA Manual

- **Section 403. Changing to Another Plan:** If an employee, spouse, domestic partner, or covered dependent children (if any), is covered under one employer group plan and changes from that plan to another plan of the employer, then a new initial notice must be provided.

Note: Although not previously reflected in the BAM discussion regarding the Initial Notice, the Personnel Office must provide a new initial notice in these situations (e.g., change from Delta Dental plan to a prepaid plan and/or prepaid plan to a Delta Dental plan).

- **Section 405. Retiree Benefit Plan Alternate Coverage** – Section added to discuss requirement to offer COBRA continuation coverage in situations when there is a change in the terms and conditions of an active employee benefit plan into retirement.
- **Section 420. Dental/Vision COBRA Premiums** – Effective January 1, 2007, the dental premiums will increase for the Delta Premier, PMI, and SafeGuard dental plans. Dental premiums will decrease for the Delta Preferred Provider Option dental plan. There will be no change in the vision premium.

QUESTIONS REGARDING THE STATE DENTAL/VISION COBRA PROGRAM

Personnel Office Staff requiring assistance or clarification regarding the State's Dental/Vision COBRA Program should call William Page, Benefits Manager at (916) 445-9801.